



# **Iowa's Student Achievement and Teacher Quality Program (TQP)**

# Goals of Teacher Quality Program



- Enhance student achievement
- Redesign compensation strategies
  - To attract & retain high performing teachers
  - To reward teachers for improvement in skills
  - Reward staff of school attendance centers for improvement in student achievement
- Redesign teacher professional development

- Chapter 284

# Student Achievement and TQP



- 4 (5) Major Components:
  - Mentoring and Induction programs
  - Career paths with compensation levels
  - Professional development designed to support best practices
    - Evaluation of Teachers
  - Team-based Variable Pay

# Major Emphases in TQP



- High quality of instruction to all students
- Closing the achievement gap
- Recruitment and retention of quality teachers
- Development of quality teachers

# Key Elements to Accomplish the Goals of TQP



1. Establish Iowa Teaching Standards and Criteria

<http://www.state.ia.us/educate/ecese/tqt/tc/documents.html>

2. Mentoring and Induction programs for beginning teachers

<http://www.state.ia.us/educate/ecese/tqt/tc/resources.html>

3. Quality Teacher Evaluation

<http://www.state.ia.us/educate/ecese/tqt/tc/teacheval.html>

4. Iowa Professional Development Model

<http://www.state.ia.us/educate/ecese/tqt/tc/pdmtm/state.html>

# Key Elements to Accomplish the Goals of TQP



## 5. Reading, Math and Science Content Networks

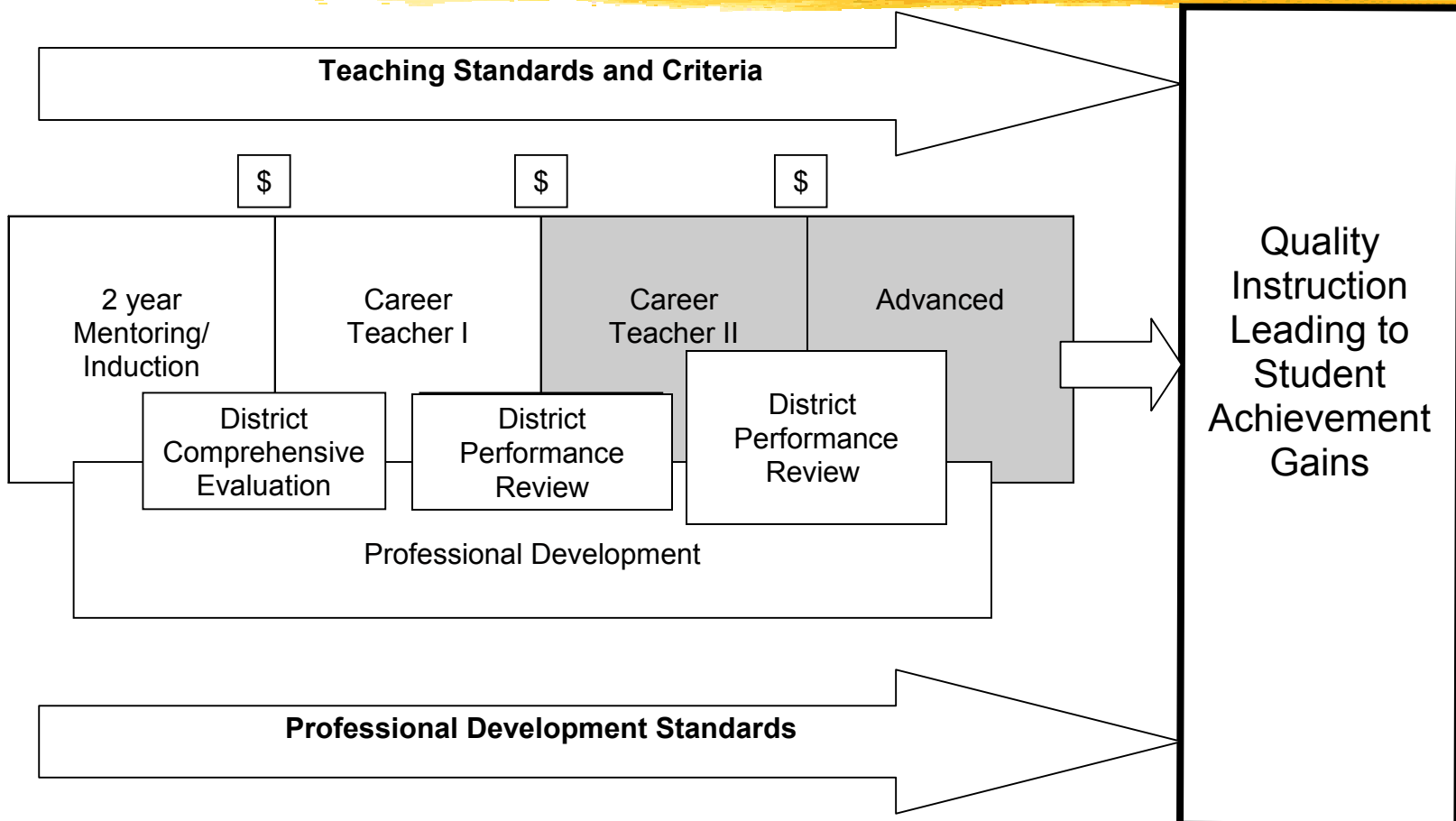
<http://www.state.ia.us/educate/ecese/tqt/tc/prodev/main.html>

## 6. Implement systems to recognize teachers who demonstrate skills

## 7. Align systems of professional development, teacher evaluation/ advancement on career paths

# Student Achievement and Teacher Quality Program

## Iowa Code Chapter 284



# Key timelines (current)



- Standards and criteria in effect for all teachers
- July 1, 2002
- Implement comprehensive evaluations of beginning teachers
- 2002-03 (for districts that began TQ participation in 2001-02 - large majority)
- Use of comprehensive evaluation instrument
- 2002-03
- Revise local teacher evaluation plans
- By July 1, 2005



# Key Timelines (current)



- Begin implementation of performance reviews of nonbeginning teachers
- 2005-2006 school year
- Begin implementation of Individual Teacher Career Development Plans
- 2005-06 school year
- Implement a revised intensive assistance program for nonbeginning teachers
- 2005-06 school year

# Initial Appropriation



- \$40 Million Total Program (July 1, 2001)
  - \$1.0 million TBVP
  - \$1.9 million National Board Certification
  - \$2.4 million Mentoring and Induction
  - \$1.5 Evaluator Training Development
  - \$1.5 Career Dev. Program Development
  - \$0.5 Praxis II
  - \$31.2 million Teacher Salaries

# Subsequent Appropriations



■ FY03	\$40.0 million
■ FY04	\$43.2 million
■ FY05	\$45.3 million

Note: These appropriations maintained the initial investment only. Built-in costs with salaries caused the fund to increase yearly.

# Potential Policy Changes 2005



- Maintain existing policy
- Modify Career Ladder
  - Career II and Advance => Teacher Fellow
- Establish Regional Teacher Development Academies
- Fund the equivalent of two additional contract days for Professional Development

# Potential Policy Changes 2005



- Additional \$\$\$ for teachers
  - Minimum salary: \$25,500 (from \$24,500)
  - 1<sup>st</sup> year Career I: \$26,500 (3<sup>rd</sup> year teaching)
  - 2<sup>nd</sup> year Career I: \$27,500 (4<sup>th</sup> year teaching)
- Teacher Fellow - \$5,000 per year for five years

# Potential Policy Changes 2005



## ■ Administrator Quality

- Similar to TQ, but no salary compensation
- Components
  - | Iowa Standards for School Leaders in Code
  - | New administrator mentoring and induction
  - | Evaluation based on standards
  - | Individual Administrator Career Development Plans